



EMPLOYEE MANAGEMENT COMMITTEE Minutes

DATE	August 12, 2009
TIME	9:30 a.m.
LOCATION	Grant Sawyer State Building 555 East Washington Avenue Suite 4500 Las Vegas, NV 89101
RECORDER	Renee Feazell

ATTENDANCE

EMC COMMITTEE MEMBERS	PRESENT
J. Pat Gallagher (M)	
Kay Scherer (M)	X
Susan Martinovich (M)	X
Greg Smith (M)	X
Don Helling (M)	
Mark Froese (M)	
Morris Kanowitz (E)	
Deborah Frenzi (E)	
Stephanie Canter (E)	
Turessa Russell (E)	X
Peggy Hatch (E)	
Sherri Thompson (E)	X
Cameron Vandenberg (AG)	X

I. INTRODUCTION OF HEARING

Committee Chairman Greg Smith opened the meeting at 9:30 a.m.

II. CALL TO ORDER

Chairman Smith called the hearing to order at 9:30 a.m.

III. ADOPTION OF AGENDA

A motion to adopt the agenda was put forth by Committee Member Kay Scherer, and then seconded by Committee Member Sherri Thompson. The motion passed unanimously.

IV. INTRODUCTION OF THE COMMITTEE MEMBERS

Committee Members introduced themselves and the agencies they are employed by Greg Smith, Department of Purchasing, Turessa Russell, Sherri Thompson, Department of Employment & Training, Cameron Vandenberg, Attorney General's Office, Kay Scherer, Department of Conservation and Natural Resources, and Susan Martinovich, Department of Transportation. Chairman Greg Smith introduced item number three on the agenda, the appeal of Bryan Wilson.

V. COMMENTS FROM THE AUDIENCE AND/OR COMMITTEE MEMBERS

There were no comments from the audience or from the Committee Members.

VI. APPEAL OF BRYAN WILSON

Chairman Greg Smith opened the hearing by inviting introductions of the parties involved and then explained the hearing procedures. Item number three on the agenda was the appeal of Bryan Wilson concerning a Written Reprimand dated March 24, 2009.

Bryan Wilson, Nevada System of Higher Education – College of Southern Nevada, and Ron Cuzze, Nevada State Law Enforcement Officers' Association, represented the employee. Ann Zemek-De Dominguez, Nevada System of Higher Education – College of Southern Nevada, Sandy Seda, Department of Public Safety, and John Scarborough, Nevada System of Higher Education – College of Southern, represented the state. All parties were sworn in, followed by Ron Cuzze and Ann Zemek-DeDominguez giving their opening statements.

After the opening statements were given direct and cross-examinations took place. After much deliberation, Chairman Greg Smith opened up the appeal to the Committee for

discussion. Committee Member Susan Martinovich put forth a motion to remove the Written Reprimand from the employees file, and make it a documented Oral Warning that could be subject to removal if there is no insubordination by the employee Bryan Wilson, over time. Committee Member Kay Scherer seconded the motion. The motion was passed unanimously.

VII. APPEAL OF ANTHONY LESSARD

Chairman Greg Smith introduced item number five on the agenda; the appeal of Anthony Lessard concerning an Interview Panel dated March 3, 2009.

Anthony Lessard, Department of Public Safety, Nevada Highway Patrol, represented himself. Norma Santoyo, Department of Public Safety represented the state. All parties were sworn in, followed by Anthony Lessard and Norma Santoyo giving their opening statements.

After the opening statements were given direct and cross-examinations took place. After much deliberation, Chairman Greg Smith opened up the appeal to the Committee for discussion. Committee Member Kay Scherer put forth a motion to deny the grievance and find for the agency. Committee Member Susan Martinovich seconded the motion. The motion was passed unanimously.

VIII. APPEAL OF TERLYN THOMPSON

Chairman Greg Smith introduced item number four on the agenda; the appeal of Teralyn Thompson concerning leave without pay dated May 7, 2009.

Teralyn Thompson, Department of Business and Industry, represented herself. Kimberly Arguello, Attorney General's Office, represented the state. All parties were sworn in, followed by Teralyn Thompson and Kimberly Arguello giving their opening statements.

After the opening statements were given direct and cross-examinations took place. After much deliberation, Chairman Greg Smith opened up the appeal to the Committee for discussion. Committee Member Susan Martinovich put forth a motion to deny the grievance and find for the agency. Committee Member Sherri Thompson seconded the motion. The motion was passed unanimously.

With no further business, the meeting was adjourned.